

## Message

**From:** Mikulka, Michael [mikulka.michael@epa.gov]  
**Sent:** 6/22/2018 9:10:21 PM  
**To:** Stepp, Cathy [stepp.cathy@epa.gov]  
**CC:** Larry, Danita [larry.danita@epa.gov]; Cantello, Nicole [cantello.nicole@epa.gov]; Marceillars, Rochelle [Marceillars.Rochelle@epa.gov]; Mangino, Mario [mangino.mario@epa.gov]; Simon, Verneta [simon.verneta@epa.gov]; Crisp, Ethel [crisp.ethel@epa.gov]  
**Subject:** RE: News on External Hiring

Cathy: thank you for your memo to all EPA Region 5. It is good news that the logjam holding back hiring here in the Region is finally going to break. We look forward to welcoming new colleagues here to take some of the workload from those doing more than one job. As you may be aware, the Region is down over 100 employees since January 1, 2017. This has resulted in increased stress levels for those who have been required to pick up the slack for those who have left the Region. One of the reasons some have given for leaving is increased stress.

We remain concerned that staffing levels will still be too low even after the new hires are brought on, as attrition will surely continue. I have seen several additional retirement flyers posted since the date of your memo. We may end up hiring 20 but not gaining any ground.

I encourage you to be more aggressive in hiring additional staff. We noted with dismay that no new hires are projected in either Water or LCD. Based on discussed I have had with staff, our members there are also overloaded and need new colleagues to share the workload.

I would be happy to get together to discuss next week.

Michael Mikulka, President  
 AFGE Local 704  
 312-886-6760

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**From:** Williams, Felicia **On Behalf Of** Stepp, Cathy  
**Sent:** Tuesday, June 12, 2018 12:00 PM  
**To:** R5 ALL EPA <R5\_ALL\_EPA@epa.gov>  
**Subject:** News on External Hiring

Good afternoon colleagues,

As we finish this first week in June, I am happy to share this hiring update. Based on the information provided by the Division, and taking into account our priorities, I have approved just over 20 external hires as well as a number of internal opportunities. Divisions and Offices will be proceeding with the postings, so you will see more details as positions are announced. Highlights of these opportunities include:

- 3 external positions in ARD to support EPA's SIP and nonattainment work;
- 4 external positions in ORC covering both attorney and legal assistance work;
- 1 external reassignment in GLNPO supporting our ability to manage the significant Great Lakes grants programs;
- Backfilling of our Tribal and International Affairs Office Director;
- 2 external positions in the Chicago Regional Lab to support their ability to provide analytical support to all our programs; and
- 11 external positions in SF covering a variety of program areas including 2 remote-stationed OSC's, an ecologist, QA specialist, investigator/enforcement specialist, among others.

In addition to these external postings, I have approved 4 GS-13 merit promotion opportunities (2 in ARD and 2 in RMD) and a number of internal recruitments that will allow opportunities for movement across Division/Offices. While some of these internal opportunities will be targeted between specific divisions in order to help balance our FTE levels, there will be a number of region-wide opportunities.

I appreciate this will not backfill every vacancy that has occurred, however, as I shared previously, based on the Agency's budget and taking into account the uncertainty of FY 2019, we have to be strategic as we prioritize our hires. As I said at the All Hands meeting earlier this month, I'd like to share my appreciation for staff who've taken on extra workload over the years and the many personal and family sacrifices they have endured, especially in those Divisions where based on budget constraints there is not an ability to add staff at this time. We will continue to monitor separations and budget news and can adjust as necessary through the end of the fiscal year, including conducting another hiring assessment in late summer.

Thank you for all you do in support of our great mission.

Cathy